

OUR MISSION: ADVANCING EQUITY FOR WOMEN AND GIRLS THROUGH
ADVOCACY, EDUCATION, PHILANTHROPY, AND RESEARCH.

A PUBLICATION OF AAUW-IOWA
VOLUME 97 NUMBER 2
Fall 2016



Ann Gale, Iowa 2016-18 Iowa President

IN THIS ISSUE:

President's Report	1-2
Charles City STEM Saturdays	p.3
E-Network	p.4
Nominations Comm. Report	p.5
Spring Conference photos	p.6
Smart Start	p.7
Bylaws news.....	p.8

President's Message—Ann Gale

The election is over. As we look forward, I believe that we may be heading into a more dangerous world than we have faced in recent years. People who are not straight, white, able Christians who were born in this country (and bonus points for being male) have some reasons for some anxiety about their futures. I believe that those of us who are part of a majority group have a special responsibility to help to create a peaceful world, and to look out for those who are members of marginalized groups. There is honor in being part of the opposition, to criticize unfairness, to call out racism and xenophobia. I want to let members of minority groups and the LGBTQ community know that we will stand with you. We will hold elected officials accountable for their promises to women and families, and fight efforts to return to the past.

AAUW Vice President of Governmental Relations Lisa Maatz has described President-Elect Trump's recent and rumored appointees to cabinet and White House positions as "pale and male." Personnel decisions are policy decisions. I believe that our members would like to see the leadership in this country become a reflection of the diversity of its citizens. I ask that you pay attention to actions taken by the new administration, and that you be ready to make your opinions heard.

I believe that AAUW's mission is even more important to us now. I would also like to remind members that our public policy program has some principles for action that are at the core of what we are about as an organization. Those principles value a climate free of harassment and bullying. We urge responsible funding for all levels of education. We support Social Security and opposed any efforts to undermine Medicare and Medicaid. We support cultural diversity and inclusion. Our current priorities stress social justice, including full access to voting rights, choice about reproductive life, freedom from violence and fear. We believe that there is more than one kind of family.

This is not the time to give up. AAUW voices are needed now more than ever. Sign up for the AAUW Action Network, and get email notices to contact elected officials on issues you care about. Get involved, and run for office. Find out about openings on local boards and commissions and volunteer. Anti-bullying programs in schools are needed more than ever now. Ask your school board members what your local schools are doing to reduce bullying, and give those programs your support. Look for ways to add to the love and kindness in the world.

Our spring conference in April 2017 will feature a theme of creating a more inclusive world. I think that it is especially timely now, and I hope that you will make plans to come. I look forward to seeing you next spring in Cedar Rapids.

Visit Your Title IX Coordinator

This fall we have seen items in Iowa news media about sexual harassment and other Title IX violations in schools. Each school should have a designated Title IX Coordinator to coordinate compliance with the Title IX, including fielding of complaints. The U.S. Department of Education's Office for Civil Rights (OCR) found that some of the most harmful Title IX violations occur when schools fail to have a Title IX coordinator or when a Title IX coordinator does not have the training or authority to oversee compliance with Title IX. That is why AAUW is asking branches to help by delivering Title IX materials to the Title IX Coordinator in your local schools.

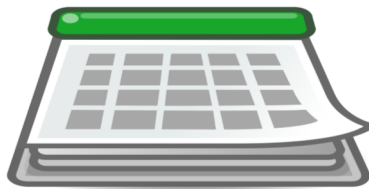
The Office of Civil Rights within the Department of Education released new materials for Title IX Coordinators in April 2015. Those materials and suggestions for contacting your Title IX Coordinator are available online at <http://www.aauw.org/resource/titleixdelivery>. The AAUW Iowa Connector newsletter from September 2016 has a lot of good information about delivering those materials.

Some branches have already made those contacts, and we thank you. If you have not yet done that, please take the opportunity today.

Ann Gale

Share and Learn Seminars - Tell Us What Your Needs Are

AAUW Iowa and the Iowa eNetwork branch use an online web conferencing system called Blackboard Collaborate for meetings. It allows people from any location to participate in a meeting without any additional cost. This system is also available for you to use to meet with members of other branches. Participants "attend" the meeting by clicking on a link supplied by our web technician. You simply need a connection to the internet. We would like branches to be able to use our online meeting room in a way that meets your needs, possibly celebrating successes that you have had or asking other branches for their ideas. In the past, share and learn seminars focused on membership, fundraising, philanthropy, and more. We would like to have a share and learn seminar on activism in our communities, so that branches can tell each other what they are doing that benefits their own local communities. What would you like to be able to discuss with other AAUW leaders and members? Please let us know, and we will get it scheduled, and then get the word out. Send your suggestions for topics to Ann Gale, ann.gale9@gmail.com, 515-320-4404.



Mark Your Calendar

AAUW Iowa Lobby Day 2017

AAUW Iowa Lobby Day on Wednesday, February 22, 2017 at the State Capitol in Des Moines.

AAUW Iowa Spring Conference—April 29-30 in Cedar Rapids

Charles City STEM Saturdays

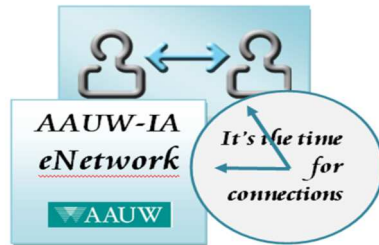
By Diane Sande

We are holding STEM Saturdays for our 3rd and 4th grade girls once a month for 6 months this year. The curriculum we are using is from the Museum of Boston Engineering is Elementary. We begin our sessions with a building/engineering problem and the girls have 20 minute to complete the challenge. Then we have a gallery walk so they can share their design and then get ideas from the others on how to improve their designs. Our focus for these pictures was materials engineering. We had different bubble solutions and talked about which solution worked better and what was wrong with other solutions...popped right away, could not make large bubbles, etc.

The girls also explored what they could get their bubbles to do such as land on rough surfaces, split bubbles, stack bubbles, stretch them and so on.

We have already done package engineering and will be doing acoustic engineering, earthquake engineering, recycled racers and more.





Good Programming + No Need to Leave Home = AAUW-Iowa eNetwork Branch

Submitted by Jan Mitchell, Nancy Magnall, and Jane Nettleton

The eNetwork branch members live all over Iowa and log in to a web-meeting one evening a month for interactive meetings that include programs—often with guest presenters—and sharing with one another. Five AAUW Iowa members attended a web meeting in October 2010 to discuss ideas for forming an online branch and began to meet monthly for web-meetings. We became an official branch in November 2011 with twelve charter members. Now, just five years old, the eNetwork has built a reputation for strong programming. The eNetwork has these interesting and informative topics planned for the remainder of the 2016-17 program year under the theme of **“Women: Facing and Meeting Challenges.”** On November 15 eNetwork member Katy Hanson will lead a discussion on *Climate Change: Impact on Women and Families*. After a break in December, we’ll resume meeting on January 17 and hear several women candidates share their thoughts on *Post Election: Women Candidate Experiences*. On February 21 we’ll have the pleasure of hearing from Dianne Bystrom, Director of the Carrie Chapman Catt Center for Women and Politics at Iowa State discussing *The Legacy and Impact of Carrie Chapman Catt*.

On March 21, we’ll turn our attention to *Women in Law Enforcement: Challenges, Opportunities, and the Future* with input from Judy Bradshaw, Director of the Iowa Law Enforcement Academy. eNetwork member Mary Helen Stefaniak, novelist and creative writing professor at Creighton University, will give us suggestions for *Tapping into our Creativity* during our April 18 meeting followed by Kate Karacay, Academic Advisor at the University of Iowa sharing *A History of Women in Medicine: MDs and DOs* on May 16. We’ll round out the program year on June 20 with *Summer Reading Ideas and eNetwork Recharge*. Members will share recommendations for summer reading and ideas for next year’s program planning.

To give you an idea of what we learn from our excellent speakers, in October, Amy Jones explained how the Waterloo Women’s Center for Change advocates for women in the prison system in Iowa District 1. She first told us that women in the criminal justice system come from different situations than men. For instance, more women than men have relatives in corrections facilities, 17 % of women in corrections have been in foster care, 64% of mothers in the system have lived with at least one of their children just prior to incarceration, and 75% of women in corrections have mental or physical health care issues. Most are arrested for non-violent crimes. The child of a mother who is incarcerated is seven times more likely to go to prison.

She showed photos of attractive spaces at the Center complete with toys, games, and books where incarcerated mothers can visit with their children. Medical care for physical and mental conditions is available from a professional staff. Programming helps the women to be productive citizens once they return to society. Jones said that it is important to connect with women in local jails and prisons. Those branches or individuals who are interested in being change-makers for incarcerated women can start with their local jails and contact groups that work with female prisoners to see what could be done. She also suggested donating hygiene products from hotel visits for the women’s use. Some groups donate gently used clothing appropriate for job interviews by those on probation or recently released from prison. These are all good action suggestions for branches who are seeking projects to help women in the criminal justice system, and several questions were asked of Jones at the end of her presentation.

Guests are always welcome to attend the eNetwork meetings. Information about how to access the meetings can be found by clicking on the “Prep Your Tech” tab at <http://iowa-online.aauw.net/>

NOMINATIONS

“The purpose of life is to live it, to taste experience to the utmost, to reach out eagerly and without fear for newer and richer experience.” –Eleanor Roosevelt. The Nominations Committee is at work searching for a qualified woman with the willingness to eagerly reach for new experience to serve as the candidate for President Elect of AAUW Iowa. The woman selected as candidate will stand for election at the April Annual Day, take office as President-Elect in July and serve one year on the board acquiring experience prior to being elected as President of Iowa AAUW in 2018. She begins as President starting July 2018.

While the Nominations Committee performs the duties of making phone calls, writing emails and letters, the true charge of this duty goes to you the AAUW member. Your recommendations and encouragement are critical to the process.

We also need your assistance in suggesting a woman to serve on the Nominations Committee immediately for the NW section of the state. Lois Enger feels that with additional work obligations, she cannot complete her term on the nominations committee. Therefore, an AAUW woman from Northwest Iowa needs to fulfill her duties on the committee. The committee is asking for your recommendations for that position.

Please contact board members with your recommendations. They are:

Maureen White, Past President, mwhite@cfu.net

Mary Koenig, SW, marylis@frontiernet.net

Sharon Vana, NE, svana72156@aol.com

Karen Devore, SE chuckkarendevore@gmail.com

Irene Dodder Nominations Dir. iredodder01@gmail.com

PUBLIC POLICY

Pay Equity in Action

In the fall of 2014, after faculty concerns were brought to their attention, the United Faculty and UNI administration convened a salary equity committee to assess possible salary inequities. According to the Waterloo/Cedar Falls Courier, United Faculty “was concerned the disparities could be gender-based.” Professor of sociology Carissa Froyum and associate provost Nancy Cobb led the salary analysis. Factors such as years of service, rank, years at rank, discipline, gender and service as department heads were considered. Market factors entered into consideration as well.

Results of the study released late this summer found inequities in pay for 51 individuals who were not paid like the majority of their colleagues in similar positions and with similar qualifications. Of those, 36 were women and four of the men impacted were minorities. Froyum remarked that internalized biases may have disproportionately affected women and minorities. The salary adjustments amount to \$155,000, which averages about \$3,000 per employee.

We commend the university for listening to faculty concerns and taking action. Other universities and colleges, as well as private employers, would do well to follow their example in examining their pay practices in order to assure fair pay for all employees.

...submitted by Maureen White, Public Policy Director

AAUW IOWA SPRING CONFERENCE PHOTOS

NCCWSL panel—I-r Kristy Zoellner (Grand View),
Brittany Bowman (Grand View), Missy Farni (Grand
View), Sydney Swanson (ISU) Brittany Cottrill, faculty
advisor Grand View



Above....AAUW Iowa past presidents I-r
Diane Patton, Florine Swanson, Maxine
Lampe, Mary Ann Ahrens, Sue Jorgensen



Above...Legacy Circle
members, I-r Maureen
White, Maxine Lampe,
Diane Patton, Ann
Gale, Jan Mitchell,
Florine Swanson



To Left...new board mem-
bers I-r Sharon Vana, Ann
Gale, M.E. Levson, Elaine
Kresse, Kathie Farris, Mary
Koenig, Karen DeVore

Start Smart at UNI

The University of Northern Iowa, an AAUW College/University partner, held its first Start Smart Workshop on Wednesday, November 9, 2016. Twenty-five students with majors in business, the sciences, or education participated in the two and a half hour workshop. Cedar Falls AAUW members were present to provide information about AAUW and to observe the workshop. UNI joins Buena Vista and Grand View University in sponsoring Start Smart workshops. AAUW Iowa encourages other campuses to offer Start Smart for their students.

UNI's four colleges and the Provost's Office sponsor the workshops. Thanks to Provost/Interim President Jim Wohlpart, Associate Provost Nancy Cobb, Dr. Doreen Hayek, and Dr. Marcy Seavey for getting this program up and running at UNI after Cedar Falls AAUW initiated discussions with university.

AAUW's Start Smart program is designed to teach college students about determining reasonable salary expectations in their career field, negotiating salary and benefits, and budgeting. These skills help women college graduates achieve the pay they deserve, one way of addressing gender pay disparity.

Each college or university pays a fee to AAUW for the workshop and your AAUW dues and donations also help to support this program. Find more information at aauw.org.



Students participating in Smart Start 2016 with trainers, Marcy Seavey and Rusty Guay, in center of photo.

Update on Branch Bylaw Status and How AAUW Iowa can help you

At the end of 2015, AAUW Iowa state bylaws and all branch bylaws were revised and aligned to follow the October 2015 MODEL bylaws format required by AAUW. On **August 19, 2016** - all state and branch presidents received an email stating that a NEW REVISED bylaws wording and format needed to be followed for legal reasons; and this new REVISED bylaws format must be used by all state, branch, and College University affiliates.

The AAUW Iowa bylaws have been brought into alignment with the NEW REVISED wording as mandated by AAUW. The current structure and procedures of AAUW Iowa [and branches] will not change, but the order in which this information appears in state and branch bylaws will change as state and branch Articles must be numbered after the Articles I-VII mandated by AAUW.

I am in the process of reviewing and revising the electronic copy of each branch's bylaws on file and making the needed changes. These revised branch bylaws will be sent to each Iowa branch by the end of November 2016. Each branch then needs to send a copy to AAUW by January 31, 2017 in order for affiliates [branches/states] to comply and retain their affiliate relationship with AAUW.

I can do this because the national changes will be the same for each branch, and the mandated changes do not require a state or branch vote. Also, NOTHING will be changed in the structure and procedures by which the local branch functions, so a branch vote is not needed. The difference will be in the order and numbering of branch Articles, which will be numbered after Articles I-VII as mandated by AAUW.

When I send each branch a copy of their revised branch bylaws –branch leaders should review the revised bylaws to be sure that everything is clear and accurate. These copies will be labeled "BranchName16NEWBylawsRevised" [for 2016] in the title to indicate when the branch bylaws were revised.

If you have any questions/concerns, do email me.

Jo Treadwell

Bylaws/Policies Director - AAUW Iowa.

Email: jotom.tdll@gmail.com

Cell: [319-480-1147](tel:319-480-1147)